

**DIVERSITY RECRUITMENT  
RESOURCES  
FOR  
MEDICINE AND MEDICAL SCIENCES**

## DIVERSITY RECRUITMENT RESOURCES

### Medicine and Medical Sciences — All Areas

- [AAMC — Association of American Medical Colleges: Group on Diversity and Inclusion](#)  
The AAMC's Group on Diversity and Inclusion aims "to unite expertise, experience, and innovation to inform and guide the advancement of diversity and inclusion throughout academic medicine." Its website provides useful resources and its meetings and professional development conferences provide opportunities for expanding professional networks.
- [AAMC — Association of American Medical Colleges: Group on Women in Medicine and Sciences](#)  
The mission of the AAMC Group on Women in Medicine and Sciences includes advancing "the full and successful participation of women in all roles within academic medicine." It addresses issues of gender equity, recruitment and retention, awards and recognition, and career advancement." The group's website provides valuable resources, identifies recipients of its award programs, and links to professional development events that provide opportunities for expanding professional networks."
- [AAIP — Association of American Indian Physicians](#)  
The AAIP is an organization of American Indian and Alaska Native physicians. "A major goal of AAIP is to motivate American Indian and Alaskan Native students to remain in the academic pipeline and to pursue a career in the health professions and/or biomedical research, thereby increasing the number of American Indian and Alaskan Native medical professionals in the workforce." Position openings can be posted on AAIP's [Online Job Center](#).
- [AMWA — American Medical Women's Association](#)  
AMWA is a "multispecialty organization dedicated to advancing women in medicine and improving women's health." Members of its Board of Directors and chairs of its committees, listed on their website, may provide assistance in disseminating announcements of job openings or refer you to potential applicants. AMWA's annual meetings may provide valuable networking opportunities.
- [ELAM — Executive Leadership in Academic Medicine](#)  
"ELAM offers an intensive one-year program of leadership training with extensive coaching, networking and mentoring opportunities aimed at expanding the national pool of qualified women candidates for leadership in academic medicine, dentistry and public health." [A directory of ELAM alumnae](#) is available on this website. ELAM will post position announcements for free in a weekly email, *ELAM Edge* that they send to "nearly 700 ELAM program alumnae and current fellows, all senior-level women at over 100 academic health centers in the U.S. and Canada." They will also post these announcements on their website for four weeks. ELAM accepts only postings for "senior-level positions, i.e., department chair or major division chief, associate dean or higher." Submit job announcements to: [elamjobs@drexelmed.edu](mailto:elamjobs@drexelmed.edu).
- [NMA — National Medical Association](#)  
"The NMA promotes the collective interest of physicians and patients of African descent" and maintains a [job registry](#) that allows employers to post positions and search résumés.
- **National Hispanic Medical Association**-The National Hispanic Medical Association is a non-profit association representing the interests of 50,000 licensed Hispanic physicians in the United States. NHMA is dedicated to empowering Hispanic physicians to be leaders who will help eliminate health disparities and improve the health of Hispanics. <http://www.nhmamd.org/>
- **National Organization for the Professional Advancement of Black Chemists and Chemical Engineers** (NOBCChE) NOBCChE helps to initiate and support local, regional, national, and global programs that assist people of color in fully realizing their potential in academic, professional, and entrepreneurial pursuits in chemistry, chemical engineering, and related fields! The Organization promotes careers in

science and technology as an achievable goal for elementary, middle, and high school students.

[www.nobcche.org](http://www.nobcche.org)

- **Minority Postdocs**-This is the premier web portal on the minority postdoctoral experience. MinorityPostdoc.org is a niche marketing site with a diverse readership. The [Job listings](#) page has a complete roster of institutions who are reaching out to expand the diversity of their candidate applicant pools. [www.MinorityPostdocs.org](http://www.MinorityPostdocs.org)
- **Office of Minority Health**  
The Office of Minority Health of the U.S. Department of Health and Human Services "is dedicated to improving the health of racial and ethnic minority populations through the development of health policies and programs that will help eliminate health disparities." It posts announcements for job openings from academic institutions, nonprofits, and government entities on the [employment section of its website](#). To place an announcement, send an email to: [info@minorityhealth.hhs.gov](mailto:info@minorityhealth.hhs.gov), and enter "employment" in the subject line.
- **Pew Hispanic Resources** – provides information and data from the Pew Research Center on Hispanics and trends. [www.pewhispanic.org](http://www.pewhispanic.org)
- **Women in Endocrinology** - is an organization devoted to promoting and facilitating the professional development and advancement of women in the field of Endocrinology. This website exists for the purpose of keeping the geographically diverse membership of WE informed of our activities, as well as to form an informational resource for the general public and potential members. <https://www.women-in-endo.org>

## Specialty Societies

### *Anesthesiology*

- [ASA — American Society of Anesthesiologists: Committee on Professional Diversity](#)  
Members of the ASE Committee on Professional Diversity may refer you to potential applicants and help publicize your job opening.

### *Cardiology*

- [ACC — American College of Cardiology: Women in Cardiology Section](#)  
The Women in Cardiology section of the ACC "offers women cardiologists opportunities to strengthen their professional support system and skills through networking events, professional development and mentoring programs." The section's "Visiting Professor Program" and events hosted at the ACC Annual Scientific Session and the AHA (American Heart Association) Annual Scientific Session provide valuable opportunities for expanding professional networks.

### **Dermatology – American Academy of Dermatologists**

- [Diversity mentorship program information for members](#) First- through fourth-year medical students who are considered to be underrepresented in medicine may apply to participate in the Academy's Diversity Mentorship program. This unique program offers hands-on exposure to students who are interested in learning more about dermatology as a medical specialty through a one-on-one mentorship experience with a dermatologist of the student's choice. ... as volunteer mentors in the Diversity Mentorship program, a program offered to first- through fourth-year

### *General Internal Medicine*

- [SGIM — Society of General Internal Medicine: Minorities in Medicine Interest Group](#)  
Open to all SGIM members and meeting attendees interested in diversity issues in General Internal

Medicine, the Minorities in Medicine Interest Group provides valuable networking and mentoring opportunities. Its members may refer you to potential applicants and help you publicize your position openings.

- [SGIM — Society of General Internal Medicine: Women's Caucus](#)

With their focus on career development and networking opportunities for women physicians, members of the SGIM Women's Caucus may help disseminate information about your job opening and refer you to potential applicants.

### **Hematology**

- [ASH — American Society of Hematology: Committee on Promoting Diversity](#)

Members of the ASH Committee on Promoting Diversity may refer you to potential applicants and help publicize your job opening.

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### **Immunology**

- [AAI — American Association of Immunologists: Minority Affairs Committee](#)

The mission of the AAI's Minority Affairs Committee (MAC) "is to generate and promote programs that assure equal treatment of all professional immunologists on the basis of merit. [It] focuses on activities that advance the scientific development and career opportunities for minority scientists." The MAC maintains a List of Minority Members. The members included on this list range "from established investigators to trainees." Search committee members can rely on this list as a resource for expanding professional networks, seeking assistance in disseminating information about job openings, and requesting referrals to potential job applicants.

### **Neurology**

**American Academy of Neurology- AAN-** The AAN Diversity in Leadership program supports members from under-represented ethnicity groups in the field of neurology to advance in the ranks of leadership within the Academy through education, mentoring, and volunteer experiences. Talented and highly motivated individuals with a commitment to neurology and quality patient-centered care are encouraged to apply. Applicants must be US AAN members and be of African American/Black, Hispanic/Latin, American Indian, Native Hawaiian, or Alaska Native ethnicity. [www.aan.com](http://www.aan.com)

### **Orthopedic Surgery**

American Academy of Orthopedic Surgeons- AAOS has a Diversity Advisory Board to help expand diversity in orthopedic surgery. They also have a Diversity Award for members who have helped provide access and recruitment of underrepresented minorities in the profession. <http://www.aaos.org/>

### **Radiology**

- [AAWR — American Association for Women Radiologists](#)

The AAWR was founded "to provide a forum for issues unique to women in radiology, radiation oncology and related professions; sponsor programs that promote opportunities for women; and facilitate networking among members and other professionals." Members of AAWR's executive committee and chairs of its various committees, may help disseminate information about you openings or refer you to

potential job applicants. Job openings may be posted on its ["Career Opportunities" website](#) and its online newsletter.

## ***Surgery***

- [ACS — American College of Surgery: Committee on Diversity Issues](#)  
"The mission of the Committee on Diversity Issues is to study the educational and professional needs of underrepresented surgeons and surgical trainees and the impact [their] work may have on the elimination of health disparities among diverse population groups." Members of the committee may help disseminate information about your job openings and refer you to potential applicants.
- [ACS — American College of Surgery: Women in Surgery Committee](#)  
The Women in Surgery Committee aims "to promote recruitment and retention of Fellowship within the American College of Surgeons among women in the surgical specialties." It also strives to develop and enhance leadership roles for women surgeons in the ACS and other surgical and medical organizations. Committee leaders and [members](#) may help you publicize your job announcements and direct you to potential applicants.
- **The Society of Black Academic Surgeons** - <http://www.sbas.net/> was founded in 1989 against the backdrop of a paucity of African-American surgeons in academic medicine and the absence of an organized network of African-American surgeons to stimulate, mentor and inspire young surgeons and medical students to pursue academic careers. The Society's annual meeting is designed to stimulate academic excellence among its members by providing a forum of scholarship in collaboration with the leading Departments of Surgery in the United States.

## ***Urology***

- [SWIU — Society of Women in Urology](#)  
Dedicated to promoting women as urologists, the Society of Women in Urology has more than 650 members, including over 250 board-certified female urologists. In addition to valuable networking opportunities provided by the SWIU annual meeting, SWIU lists past and current recipients of awards on its website. The lists of recipients of research awards can help you identify excellent scholars and recipients of mentoring award may help you publicize your job announcement and direct you to potential applicants. SWIU also lists job openings on its online ["Bulletin Board."](#)

## **Other Resources for Recruitment**

- <http://www.jbhe.com/>  
The Journal of Blacks in Higher Education  
"The *Journal of Blacks in Higher Education* is dedicated to the conscientious investigation of the status and prospects for African Americans in higher education." Employers may post job openings online or advertise in the print edition of the journal.
- <http://chronicle.com/section/Home/5>  
Chronicle of Higher Education  
The Chronicle of Higher Education is a [newspaper](#) and [website](#) that presents news, information, and jobs for college and [university faculty](#) and [Student Affairs](#) professionals (staff members and administrators).

- <http://www.hispanicoutlook.com/>  
Hispanic Outlook in Higher Education  
The *Hispanic Outlook in Higher Education* is "a top information news source and the sole Hispanic educational magazine for the higher education community, and those involved in running our institutions of higher learning. ... Each issue brings forth the significance of communication in academic circles, the importance of positive learning experiences, role models, and the contributions of both Hispanic and non-Hispanic writers with constructive observations on policies and procedures in academia. Working with an influential editorial board made up of accomplished academic professionals, H/O presents progressive feature articles that provide constructive discussion of issues confronted by Hispanics and others on the college campus and in industry." Advertising position openings in H/O allows employers to reach a highly multicultural audience. Ads placed in the Hispanic Outlook in Higher Education biweekly magazine are also listed for 6 weeks on their website
- [www.wihe.com](http://www.wihe.com)  
Women in Higher Education  
*Women in Higher Education* is a monthly news journal that focuses on issues of gender in higher education. It reaches "thousands of talented women leaders on campuses all over the USA, Canada, and worldwide on the internet." Employers can list position openings in the print and/or online editions.
- <http://www.academicdiversitysearch.com/>  
Academic Diversity Search Inc.  
Academic Diversity Search, Inc. (ADS) is a nationwide employment resource specializing in connecting women and minorities with academic institutions that truly value diversity.
- <http://www.insightintodiversity.com/>  
INSIGHT *Into Diversity*.  
*INSIGHT into Diversity*, formerly the *Affirmative Action Register*, aims to connect "professionals with institutions and businesses that embrace a workforce that reflects our world." Their free magazine and online recruitment site serves employers and job seekers in the fields of "higher education, healthcare, government, and business." Employers can post job openings online and/or advertise in print editions. Job seekers can search for job openings and post their résumés online.
- <http://www.nmanet.org/>  
Represents the interest of more than 25,000 African American physicians and maintains a job registry that allows employers to post positions and search resumes.
- <http://www.diversejobs.net>  
Diverse jobs, "the higher education job source"  
Published every two weeks, *Diverse: Issues in Higher Education* provides "coverage, commentary, and analysis of higher education for and about underrepresented and historically excluded groups." This "premier news source" for information on issues of diversity in higher education is available in print and online. The "job site" of *Diverse: Issues on Higher Education*, "[DiverseJobs](http://www.diversejobs.net)" enables employers to post job openings for faculty and university/college administrative positions.
- <http://www.eop.com>  
Includes a portfolio of seven national career magazines, a diversity website, online job board, and Career Expos for women, members of minority groups, and people with disabilities.
- <http://www.aauw.org/About/career>  
AAUW's career center offers information about job opportunities at the national office of the American Association of University Women and with colleges and universities located throughout the U.S.

- <http://www.awis.org>  
Association for Women in Science maintains a job listings page  
"Dedicated to achieving equity and full participation for all women in science, technology, engineering and mathematics," AWIS provides an online [job bank](#) in which employers can list job openings and view posted résumés. Job announcements can also be advertised in the AWIS Magazine.
- <http://www.swe.org>  
Society of Women Engineers online career center allows job postings for various lengths of time. Resume database can also be searched (large fee).
- <http://www.sacnas.org/>  
Society for Advancement of Chicanos and Native Americans in Science  
"SACNAS is a society of scientists dedicated to advancing Hispanics/Chicanos and Native Americans in ... science, technology, engineering, and mathematics (STEM) research, teaching, leadership, and policy." Institutions may post job announcements [online](#) and/or in the [SACNAS News Magazine](#). This website posts ads for positions for various lengths of time.
- <http://www.aises.org>  
American Indian Science and Engineering Society  
AISES strives "to substantially increase the representation of American Indian and Alaskan Natives in engineering, science, mathematics, and other related technology disciplines." The AISES website offers a [job board](#) where employers can post job opportunities. AISES also publishes a quarterly magazine, [Winds of Change](#). As "the premier nationally distributed magazine published with a single-minded focus on career and educational advancement for American Indian and Alaska Native people in STEM," *Winds of Change* can be a "valuable recruitment tool for corporations, government agencies, tribal and non-tribal businesses, and colleges and universities across the US." It offers different job posting packages of 3 month duration.
- [www.latinosinhighered.com](http://www.latinosinhighered.com)  
Latinos in Higher Ed  
This web site aims to "promote career opportunities in higher education for the growing Latino population." It connects employers "with the largest pool of Latino professionals in higher education in the United States, Puerto Rico and internationally by disseminating employment opportunities to registered candidates and a national network of Latino-serving organizations and listservs."
- [www.hercjobs.org](http://www.hercjobs.org)  
HERC –The National Higher Education Recruiting Consortium  
As collaborative associations of universities and colleges, HERCs aim to help member institutions work together in "addressing faculty and staff dual career and employment outreach challenges on their campuses." HERCs exist in many regions of the United States and "maintain regional, web-based search engines that include listings for all job openings, both faculty and staff, at all member institutions. The services at the websites are available at no charge to anyone seeking employment in higher education. The centrality of job postings and regional resources as well as the website's ability to accommodate dual career searches distinguishes HERC from other employment websites." Member institutions can "post an unlimited number of faculty, staff and executive job listings on the website, and all HERC jobs are cross-posted on the National HERC website and two leading job boards; Indeed.com and Simplyhired.com." A listing of the regional HERCs and links to their websites is available [here](#).
- <http://www.engr.psu.edu/fff/>  
Faculty for the Future  
Faculty for the Future aims to increase the number of women and underrepresented minority faculty in engineering, science, and business. Its website is "dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country." Administered by WEPAN (Women in Engineering

Programs and Advocates Network), the website allows members of academic institutions to post positions and search submitted résumés. No fee is charged for this service. It is dedicated to linking a diverse pool of women and minorities from engineering, science, and business with faculty and research positions. Login is required at this site.

- <http://www.cic.net/Home/Students/DoctoralDirectory/Introduction.aspx>  
The CIC Doctoral Directory is a listing of doctoral degree recipients who are members of groups underrepresented in higher education and who are alumni of the universities of the Committee on Institutional Cooperation.
- <http://www.imdiversity.com>  
IMDiversity.com, established by *Black Collegian* magazine; resources include resume database.
- <http://www.theregistry.ttu.edu/>  
The National Registry of Diverse & Strategic Faculty is a service designed to help connect current and prospective faculty members from underrepresented groups with institutions of higher education seeking the hire qualified candidates for open faculty positions.
- <http://www.phd.org/>  
Ph.D. is a clearinghouse of information for graduate students and job-seekers. Free job listings for academic institutions, government agencies, and non-profits.
- [www.advance.rice.edu/database](http://www.advance.rice.edu/database)  
This searchable database contains application entries and CVs of underrepresented graduate students and postdocs in various science, engineering, and psychology fields.
- <http://nrc58.nas.edu/FordFellowDirect/Main/Main.aspx>  
This directory contains information on Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Predoctoral and Dissertation fellowship recipients awarded since 1986. Serves as a resource for university officials seeking to diversify their faculty, minority students looking for mentors and role models, and scholars interested in establishing collaborative projects.

### **Other Information**

- [http://www.psu.edu/dept/aaoffice/hispanic\\_universities.html](http://www.psu.edu/dept/aaoffice/hispanic_universities.html)  
Hispanic serving colleges and universities
- [http://www.psu.edu/dept/aaoffice/aa\\_universities.html](http://www.psu.edu/dept/aaoffice/aa_universities.html)  
Historically/predominantly Black colleges and universities
- [http://www.psu.edu/dept/aaoffice/tribal\\_universities.html](http://www.psu.edu/dept/aaoffice/tribal_universities.html)  
Tribal serving colleges and universities
- [http://www.psu.edu/dept/aaoffice/women\\_universities.html](http://www.psu.edu/dept/aaoffice/women_universities.html)  
Women's colleges and universities